

# Putting Racism on the Table

## Viewing Guide

Use this guide to follow the main points of the video.



### **Session Three**

**Topic: Implicit Bias**

**Speaker: Julie Nelson**

Director of the Government Alliance on Race & Equity, Haas Institute for a Fair and Inclusive Society

09:25.....Race & racism isn't about African American people -- it's about white people.

10:50.....Defining our terms: Explicit vs. implicit bias.

11:20.....Implicit bias in an uber-progressive city: Fair housing testing in Seattle.

15:25.....Strategies for eliminating implicit bias: Blind auditions, anonymous resumes.

18:50.....How do we begin to address bias? Openly acknowledge it.

20:25.....The four forms of bias.

22:15.....Implicit bias in policing: Consider high levels of arrests for street-level drug dealing vs. drug sales in dorm rooms or country clubs.

28:50.....Does racial equity training cause tension in the workplace?

30:50.....How do we move from understanding implicit bias to taking action?

34:45.....America's fundamental values are equality and justice. But for whom?

36:50.....Today's racial inequities were created over the course of centuries.

40:35.....When equality fails all of us: Long lines at the ladies room.

44:00.....Funding programs is important, but it's just putting band aids on the real problem.

44:50.....Focus on the structural level, work on the institutional level.

47:30....Racial inequities are perpetuated through governmental and institutional policies.

49:25.....How does replacing street lights relate to institutional bias? You may be surprised.

53:55.....What is a racial equity tool and what do you do with it?

59:00.....Keeping ourselves accountable.